



Evangelical
Lutheran Church
in America



ANNUAL REPORT 2024

CONGREGATIONAL & STAFF REPORTS

South Dakota Synod Information	pages 1-10
Lutheran Social Services	page 11
Statistics	page 12
Calvary Lutheran Staff/Church Council	page 13
Congregational Annual Meeting Minutes January 31, 2024	pages 14-15
Pre-Confirmation & Confirmation Coordinator–Audra Nesland	page 16
Children’s Music Directors	page 16
3 Years–5 th Grade Education Coordinator – Hayden Nesland	page 17
Wednesday Worship Team – Michelle Skoog	page 17
Bluegrass Saturday Worship Service – Deb Martin	page 17
Office Manager – Lee Ann Henry	page 17
Wednesday Evening Meal Ministry – Carrington Pulaski	page 18
Worship & Music Director – Albin Spreizer	page 18
Calvary Quilters – Nancy Steever	page 19
Family Ministries/Website/Facebook – Kellie Meissner	page 19
Altar Guild – Bill Eldridge	page 20
75 th Anniversary Report	page 21
Jessica Gromer - Council President	page 22
Randy Fett – Interim Pastor	pages 23-24
Tom Martin – Deacon	page 25
Financials	pages 26-28
Endowment Fund	page 29

Calvary Lutheran Annual Meeting Agenda

January 29, 2025 – 6:30 pm

Meeting Agenda

1. Determination of quorum
2. Call to Order
3. Opening Prayer
4. Approval of agenda, any additional new business?
5. Approval of January 31st, 2024, annual meeting minutes
6. Approval of written reports
7. President report
8. Rostered leader report
9. Call Committee report
10. End of year financials and approval
11. 2025 budget and approval
12. 2025 Constitution approval
13. Endowment distributions and approval
14. Elections:
 - a. Presentation of ballot by Nominating Committee
 - b. Voting by ballot
 - i. Church Council
 - ii. Nominating Committee
 - iii. Endowment Committee
 - iv. Synod Assembly Delegates
15. New business
16. Recognition of outgoing council and endowment committee members
17. Adjournment

Closing Prayer – The Lord’s Prayer

A MESSAGE FROM PRESIDING BISHOP ELIZABETH EATON



Dear friends in Christ,

All around us, we see signs of God's love and goodness. A person who has stepped away from church for many years steps back into a congregation, feeling the call of the Holy Spirit. Young adults feeling isolated in a digital-first world start gathering in person in a small group, enjoying the warmth of a hug and a new friend asking about their week. A mother plants a garden, and it yields fruits and vegetables, giving her nutritious food for her kids and extra produce to sell at the local market. Everywhere we look, we see signs of Christ's love. In Psalm 93, we read: "More majestic than the thunders of mighty waters, more majestic than the waves of the sea, majestic on high is the Lord! Your decrees are very sure; holiness befits your house, O Lord, forevermore" (4-5).

God's love is a majestic thing, and it moves us to share it in word and deed. The ministries of our congregations, our synods and the ELCA churchwide organization are all working together to share God's love with people in our neighborhoods, across our country and around the world.

I am so grateful for you, dear church. Your generosity to each of these three expressions of the church — your congregation, your synod and the churchwide organization — has bolstered the church's ability to share the message of God's love to people who are longing for it. Through your

“More majestic than the thunders of mighty waters, more majestic than the waves of the sea, majestic on high is the Lord! Your decrees are very sure; holiness befits your house, O Lord, forevermore.”

—Psalm 93:4-5

financial resources, your time volunteering and accompanying others, and your voices, you've helped carry this message of God's majestic love. Thank you, dear church. As we look ahead to the coming year, I encourage you to stand steadfast in God's promises, sure of God's love and goodness.

A handwritten signature in black ink that reads "Elizabeth A. Eaton". The signature is written in a cursive, flowing style.

The Rev. Elizabeth A. Eaton
Presiding Bishop
Evangelical Lutheran Church in America



South Dakota Synod
Evangelical Lutheran Church in America

Dear South Dakota Synod,

Grace and Peace to you from the Triune God! Thank you for another year of "Journeying Together in Christ," the Synod's mission statement based on the story in Luke 24. As a synod, we are committed to intentionally relate to each other, network across the church, equip leaders for ministry, and share leadership on all levels. We can look back on another impactful year of ministry together, adhering to these shared commitments.

Thank you, congregations of the South Dakota Synod, for your financial gifts to support our joint ministries in South Dakota, the ELCA, and the Global Church. Your benevolence impacts lives close to home and worldwide in ways you may never know. I am grateful for your ongoing commitment. The South Dakota Synod is financially healthy because of your dedication and faithfulness. Thanks be to God!

I would like to use the remainder of this letter to highlight a few areas of interest. In addition, I invite you to look at the 2024 Ministry Celebrations annual report insert to get a complete picture of the Synod's ministry.



Lilly 2.0: The "Holy Playground" Initiative: the South Dakota Synod received another \$1.2 million grant from the Lilly Endowment. Your Synod team continued to listen to your joys and challenges and identified that the majority of congregations long for strategic support of their ministry with children. This grant will directly benefit your children's ministry. Details on how are expected to be released in early spring 2025. Stay tuned and excited!

Pasque is the Synod's digital hub for community and learning. Because of Lilly 1.0, the "Journeying Together in Christ" Initiative, we could hire Pastor Kari Webb as the Director for Digital Community and Learning. She has created Pasque, named after our state flower, for every member of the South Dakota Synod to connect and learn with and from each other for free. Pasque offers you congregational resources, courses, bible studies, and community. Please take the time to register for free, look around, stay a while, and invite others to do the same. You can access Pasque here: <https://www.sdsynodlearns.org/>.

Box Elder is one of the fastest-growing communities in South Dakota, and we are committed to showing up. Pastor Jonathan Vehar, the Synod's Director for Evangelical Mission, and Kathy McHenry, Executive Director of Lutheran Planned Generosity, are working diligently to build relationships with personnel from Ellsworth Air Force Base and the members of the Box Elder community. They continue to intentionally listen to the needs of the community and how to best partner in new and innovative ways to be the church for all people there. We always seek donors who help lay a sure foundation for this new mission to start in the beautiful Black Hills. Also, if you want to be a missionary but want to stay close to home, this is an opportunity to reach people in Christ's name here in South Dakota. Please contact Pastor Vehar at jvehar@sdsynod.org or Kathy McHenry at kmchenry@sdsynod.org if you want to learn more about becoming a partner in this endeavor.



South Dakota Synod
Evangelical Lutheran Church in America

The 2025 Churchwide Assembly will gather in July in Phoenix, AZ; besides prayers and sending your Synod voting members and officers, you can actively participate by engaging in the public hearing and response process to the proposed revisions of the Social Statement of Human Sexuality: Gifts and Trust. Following this link: elca.org/Faith/Faith-and-Society/Current-Social-Writing-Projects/Human-Sexuality-Gift-and-Trust-Reconsiderations will get you to the landing page. You can access all resources and learn how to make your voice heard to the task force and broader church. Please engage in this conversation and let your voice be heard. The church is listening!

The 2025 Bishop's Election will occur at Our Savior's Lutheran Church in Sioux Falls, SD. We will gather May 30-31, 2025, to conduct business, welcome Presiding Bishop Elizabeth Eaton to preach, deliver the churchwide report, and preside over the bishop's election. Many of you have asked me if I would consider serving another term. I have shared with the Synod Council that I would be honored if the Synod would call me to serve a second term. The bishop's election survey is completed and can be accessed here: <https://sdsynod.org/wp-content/uploads/2024/10/2025-sd-synod-study-full-report.pdf>. In this time of discernment, I invite all to pray for the Holy Spirit to stir our hearts and minds and gain understanding and wisdom for the ministry Christ has called us to. A pre-identification process will begin at the conference assemblies, held simultaneously at all conferences on February 23rd. Please stay tuned through your church's communication or the Synod's e-news. Sign up at the bottom of the Synod's website, www.sdsynod.org, for weekly correspondence directly in your inbox.

Thank you for your trust in my leadership, your support of our shared ministry, and the call to serve as the Bishop of the South Dakota Synod. It has been and continues to be a great honor, and I serve with deep gratitude.

Journeying together in Christ,

Rev. Constanze Hagmaier
Bishop of the South Dakota Synod, ELCA



South Dakota Synod
Evangelical Lutheran Church in America

Dear Members of the South Dakota Synod,

First, please know that we hold you in prayer in these days of Advent, knowing fully that in this season of waiting for the North Star to point once again to the birth of the Christ child, there is much to be done.

Second, this packet is ready for you now, not to add one more thing on a to-do-list, but in order to be available when you need it. We know that it is a short time between the New Year and when many congregations hold annual meetings. Included in this package are several important documents:

- **Annual Report from Presiding Bishop Elizabeth Eaton and the ELCA**
- **Annual Report from Bishop Constanze Hagmaier**
- **2024 Ministry Celebrations**
- **5 Year Vision of the South Dakota Synod: “Journeying Together in Christ”**
- **South Dakota Synod Mission Plan**
- **Annual Report from Lutheran Planned Generosity**
- **Statement of Intent for 2025 Mission Support***
- **Congregational Leadership Form***

These resources are but a few tools available to help celebrate our ministry together and explore how we will continue to journey together to proclaim the hope of the resurrection.

The Statement of Intent for 2025 Mission Support is extremely important in helping the Synod Council plan for the year ahead. Please prayerfully consider with your congregation the ministry to which we are called. The **Congregation Leadership Form** allows us to know your congregation’s leadership information so we can continue to pass along information and resources. **Please return both forms to the synod office following your annual meeting.** Both can be found at sdsynod.org/yearend. Please contact the synod office at 605-274-4011 or synod@sdsynod.org with any questions.

May God’s blessing and presence be felt ever-so-near to you as you reach out into the world with the Word that has always been and comes to us again.

Grace abounds!

Pastor Jonathan Vehar
Associate to the Bishop and
Director for Evangelical Mission

**South Dakota Synod, ELCA
2025 Proposed Mission Plan
02/01/2025 - 01/31/2026**

	Adopted 2024	Revised 2024	Proposed 2025
Revenue			
Mission Support			
Undesignated Mission Support	1,803,094	1,763,515	1,807,603
SD Synod Mission Support	28,675	23,800	23,800
Total Mission Support-Congregations	1,831,769	1,787,315	1,831,403
Program Ministry Income			
Pine Ridge Reconciliation Center Income	45,000	45,000	45,000
Total Program Ministry Income			
Other Income			
DEM Support Staff Income	10,000	10,000	10,000
Interest Income	10,000	50,000	50,000
SDS Travel LLC Income	5,000	5,000	5,000
Misc Income	1,000	1,000	1,000
Total Other Income	26,000	66,000	66,000
Total Revenue	1,902,769	1,898,315	1,942,403
Expenses			
Churchwide Ministries	41%	42%	42%
Churchwide Support	739,269	740,676	759,193
Region III			
Region III Support	8,004	9,153	8,004
South Dakota Ministries			
South Dakota Partnership Ministries			
SD Ministries Support	11,757	9,996	9,996
Luther Seminary	71,989	70,241	71,974
Church Colleges (ELCA Pool)	6,228	6,077	6,227
Lutheran Social Services	71,989	70,241	71,974
Campus Ministry	126,942	123,861	126,916
Lutheran Outdoors	35,903	35,031	35,895
South Dakota Supported Ministries			
Heartland Ephphatha	6,228	6,077	6,227
Youth Ministry	7,200	7,200	7,200
Campus Ministry Capital	0	0	0
Good Samaritan Society	1	1	1
Chapel in the Hills	1	1	1
Woyatan Lutheran/Wambli Ska	19,000	19,000	19,000
Lutheran Planned Generosity	58,300	58,300	58,300
Total Shared Ministries	415,538	406,026	413,712

**South Dakota Synod, ELCA
2025 Proposed Mission Plan
02/01/2025 - 01/31/2026**

	Adopted 2024	Revised 2024	Proposed 2025
Executive Leadership			
Bishop	102,005	104,952	108,101
Assoc/Director of Ev Mission	10,849	12,596	12,974
Assoc-Mobility/Candidacy	84,596	87,333	89,953
Executive Staff Benefits	89,546	71,668	73,818
Exec Travel/Continuing Ed	36,800	40,800	40,800
Program Ministries			
Pine Ridge Reconciliation Center-Director	99,257	90,259	92,967
Youth Gathering Synod Coordinator	0	0	0
Companion Synod Coordinator	18,521	19,322	19,902
Support Staff and Office			
Support Staff Salaries/Benefit	176,980	180,380	185,791
Synod Office Expenses	66,791	76,020	78,000
Augustana University Occupancy Fee	30,108	31,824	32,300
Synod Committees			
Synod Council	5,000	5,000	5,000
Support to Ministries Committee	3,100	3,100	3,100
Candidacy Committee	6,000	9,000	9,000
Multi-Cultural Ministry Committee	1,000	1,000	1,000
Companion Synods Ministry Committee	200	200	200
Evangelical Outreach Committee	1,500	1,500	1,500
Mission & Outreach			
Mission Congregation Start-up	4,000	4,000	4,000
Mission Strategy Table	2,000	2,000	2,000
Contingency	1,705	1,506	1,089
Total South Dakota Ministries	739,958	742,460	761,494
Total Expenses	1,902,769	1,898,315	1,942,403
Net Total	0	0	0

Lutheran Planned Generosity of South Dakota—A Gift to You

As a ministry of the South Dakota Synod and our partners for over 40 years, Lutheran Planned Generosity is here for you as a gift to encourage and support all forms of generosity, with no obligation, minimums or fees.



Lutheran Planned Generosity
of South Dakota

Smarter Giving Today:

- Do you own **stocks/bonds/mutual funds** that have increased in value? Gift shares through LPGSD to your church and favorite ministries to avoid capital gains tax AND receive a tax deduction.
- Are you over 70 ½ with **retirement accounts**? Make a direct gift from your IRA with a qualified charitable distribution to avoid income tax, lower your adjusted gross income used to calculate Medicare premiums, and meet your required minimum distribution if over age 73.
- Holding onto stored **grain**? Selling **livestock**? Make a gift at the grain elevator or auction market to support God's work through your local congregation or favorite ministries. Avoid all income and self-employment taxes while retaining production cost deductions.
- Seeking a larger tax deduction now but unsure which organizations you'd like to support? Gift cash or assets, including **real estate, farm machinery or business equipment** today to establish a **donor-advised fund** and take your time deciding. This is a great way to involve your children and grandchildren, teaching them the importance of your family's faith and legacy of generosity.

Income for You and Your Family

- Make a gift with cash or any of the assets mentioned above and receive a **lifetime of tax-advantaged payments**. You decide which non-profit ministry receives any remaining balance.
- Create a "Give It Twice" trust with **depreciated business assets** to avoid taxes and create a lifetime of income with the option to continue payments to your children for 20 years after your death. Make a gift of the remainder to your favorite ministries.

Do you have a current legacy plan?

- No matter how old you are or how much wealth you have, writing a will is essential to secure your future and protect your loved ones. Our **FREE tool** helps you write or update your legal will, protect your loved ones and assets, and can even be used to support the causes you love.
- Did you know that your will does not control the distribution of certain assets, such as retirement accounts or life insurance policies? To ensure that those assets go to the people and organizations you love, you must be sure to properly name your beneficiaries. With our online tool, you can **plan your beneficiaries** and ensure your assets support the people and causes you love.
- By notifying us of your gift in your estate plan, we can take extra care to help ensure your gift is directed to the specific program or purpose of your choosing. It only takes a few minutes to fill out this form, which helps us keep our records up to date and protects your gift intentions.

Take the Next Step

For more information or to create a FREE, password-protected legacy plan, visit www.lpgsd.org. Contact Kathy McHenry at 605-274-5030 or kmchenry@sdsynod.org for assistance. Together, we can make a difference through thoughtful planning and faithful generosity.

your life can make a difference

2024 Ministry Celebrations



Our Synod's vision of Journeying Together in Christ has continued to be the focus of our work. We invite you to take a few moments to review the list below which celebrates some of the ministry we shared together in 2024. **Journeying together in Christ as the South Dakota Synod, in 2024 we have:**

- Applied and received a grant of **\$1,224,172** from Lilly Endowment, Inc. for the Synod's Holy Playground Initiative, which will provide strategic support for children's ministries in congregations and worshipping communities.
- Completed explorations for a potential church plant, with plans to start a worshipping community in Box Elder.
- Received **2 new first call** candidates.
- Completed **22 Ministry Site Studies** and extended **19 calls**.
- Ensured that nearly every congregation has a called pastor, interim pastor, Synod Authorized Minister, or lay leader to care for God's people (thank you to all of you who are helping out with area congregations and filling in!).
- Walked with **25 people** in various stages of **candidacy** in the SD Synod in 2024, with 18 others inquiring and in discernment.
- Granted **\$119,990** in scholarship funds to seminary students, **\$28,500** in internship assistance, and **\$38,232** to Luther and Wartburg Seminaries, for a total of **\$186,722** in support for seminary education.
- Distributed **\$48,220** to date through the Seminary Debt Reduction Program.
- Helped members and congregations recover from severe weather events, including awarding **\$20,000** in Storm Micro Grants and working with congregations to secure **\$140,000** in grants from Lutheran Disaster Response.
- Held a **Synod Assembly**, where we gathered as a community to conduct the business of the Synod.
- Hosted **Spring** and **Fall Theological Conferences**, where we continued to support the continuing education of our Rostered Ministers either online or in-person.
- Supported the congregations and ministries of the Synod through **visits by Synod staff**, both **digital** and **in-person**.
- Hosted "**Coffee with the Bishop**" for Retired Rostered Ministers, Spouses, Widows/Widowers.
- Received nearly **300 enrollments** from **over 100 SD churches** to **Pasque Learning Community**, our community effort to promote Spirit-led growth and faith formation. At Pasque, you can find 10 online courses with relevant instructional videos and digital discussion, as well as live weekly Zoom sessions, 4 active communities, and 2 digital downloads.
- Hosted "**I've Been Elected to Council, Now What?**" to support congregational lay leaders and supported rostered lay leaders with regular **in-person and virtual meetings**, such as monthly rostered minister virtual check-ins, Synod Authorized Minister, Senior Pastor, and Interim Pastor check-ins, and a First Call and Senior Pastor Retreat.
- Welcomed Rev. Joel Pakan as the new **Director for Rural Ministry**, where he has journeyed with our rural ministry sites. Rev. Pakan has continued to work with 14 communities and congregations in transition.
- Continued the work of the Rural Ministry Table, which is currently working on **Small Town and Rural (STAR)** grants, we awarded **\$84,139**.
- Partnered with Grand Valley Lutheran to hold a **Farm to Table Dinner**, which resulted in gifts of **\$44,710** to support rural ministry in South Dakota.
- Received **\$103,700** in Churchwide grants for our Neighbors in Solidarity ministries.

Thank you for all the ways you have supported the ministry of the South Dakota Synod. Together we continue to serve as the hands and feet of Christ, sharing Jesus' love and grace. As we step into 2025, we trust in God's guidance and look forward to walking this journey of faith together.



Evangelical
Lutheran Church
in America



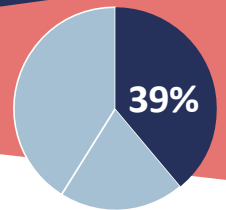
MISSION SUPPORT A DEEP DIVE

South Dakota Synod FY2023 Thank You

We believe that the ELCA's members, congregations, synods and churchwide organization are called to be church together. Every year around \$1.6 billion is shared as regular offerings to ELCA congregations and worshipping communities. Over 5% of that generosity is shared with our 65 synods, a portion of which is then shared with the churchwide organization. We call this Mission Support. In FY2023, the South Dakota Synod shared \$737,497 directly in Mission Support for ELCA churchwide ministries. Whether utilized locally, regionally, nationally or internationally, Mission Support enables us to have a greater impact in communities — working together to share God's abundant grace with others.

Your Mission Support funds a variety of churchwide ministries.

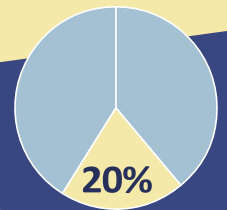
39% builds Christian communities in the United States by:



Thank you for \$287,624 from the South Dakota Synod for these ministries!

- Planting and supporting hundreds of worshipping communities.
- Revitalizing congregational ministries and reaching out to their surrounding communities.
- Promoting leadership opportunities, discernment and education through leadership initiatives.
- Supporting the work of seven ELCA seminaries and 26 ELCA colleges and universities.
- Hosting events and leadership opportunities for youth and young adults.
- Supporting regional work through directors for evangelical mission as well as candidacy and leadership managers.
- Preparing and implementing a system for recruiting and assigning rostered ministers.

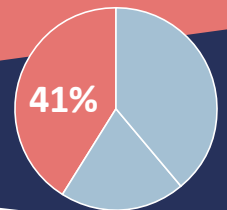
Another **20%** grows the global Lutheran church and addresses issues around the world by:



Thank you for \$147,499 from the South Dakota Synod for these ministries!

- Accompanying new Lutheran churches, expanding ministries, and training leaders and evangelists.
- Sending missionaries to accompany communities around the world.
- Addressing social issues and working for justice.
- Cultivating and maintaining relationships with 149 other churches through the Lutheran World Federation to strengthen the church and its global work.
- Fostering relationships between ELCA synods and 65 companion churches, for a total of 127 official relationships.
- Working with leaders and members of our African-descent, American Indian, Alaska Native, Arab, Middle Eastern, Asian, Pacific Islander and Latiné communities.

Finally, **41%** strengthens and sustains the ministry and mission of the whole church by:



Thank you for \$302,374 from the South Dakota Synod for these ministries!

- Offering ministry resources and opportunities to lay leaders for networking.
- Coordinating and supporting churchwide ministries.
- Developing social messages of the ELCA as topical documents — called for by ELCA churchwide assemblies and adopted by the ELCA Church Council — to focus attention and action on timely, pressing matters of social concern to the church and society.
- Providing governance, including maintenance of rostered leadership records and support for the ELCA Church Council and triennial ELCA churchwide assemblies.
- Sustaining ecumenical and interfaith relations.
- Partnering with congregations and ministries across the church as they explore new, innovative ways of being church in a constantly changing world.
- Investing in technology and communications.
- Growing and sustaining financial resources.
- Engaging in research and strategic planning.
- Creating and sharing resources for faith, discipleship, prayer, stewardship and worship.

Thank you for your ongoing support and faithful partnership! For stories of your impact, visit LivingLutheran.org/SOFIA. To find additional Mission Support resources, visit ELCA.org/SOFIA.

all healthy
all safe
all accepted



2024 Annual Report to Congregations

ALL WITH— your partnership

Strengthening Families

Families are thriving through our short-term, evidence-based therapy programs with **97%** of both youth and parents reporting stronger family bonds and improved home life.

Empowering Youth

Our Arise Youth Centers are changing lives. Every single runaway and homeless youth (**100%**) we've worked with has either returned to school or enrolled in a GED program. Even more heartening, **92%** have either returned to their families or found safe, stable housing.

Supporting Students

Students receiving in-school counseling are showing remarkable resilience. Despite facing difficult circumstances and significant personal challenges:

- 93%** are maintaining their academic performance
- 87%** have avoided behavioral incidents
- 96%** are consistently attending school

together we can create stronger, more empowered families

As I reflect on the year gone by, I find a deep sense of gratitude for the strong partnerships and traditions that continue to propel our mission forward. This year has been marked by opportunities for growth and resilience.

Your partnership provides the stability that enables us to face challenges with flexibility and foresight, allowing us to respond effectively to changes in community needs, funding, staffing, and service delivery.



Rebecca Kiesow-Knudsen
President/CEO

2024 HIGHLIGHTS

Strengthening Families: Soon to be expanded, this pilot program transformed 16 families through a curriculum designed to enhance communication between parents and children.

Expansion of Kinship Services: With 10,000 children in our state being raised by kin without a parent present, our new Kinship Navigator provides essential support to kinship care providers to avoid disruptions for youth in their care.

Post-Adoption Services: We provide enhanced services to support and walk alongside adoptive families and ensure adoptions are successful after the initial adoption process.

Your financial, in-kind, and prayerful support continues to be vital in reaching our vision that all people in South Dakota will be healthy, safe, and accepted.

Resettlement & Immigration: While the full impact of the incoming federal administration is unknown, we are committed to adapting and will continue to serve our new American and immigrant communities with compassion. We expect refugee arrivals to remain steady until Jan. 2025. As a Global Refugee partner, we remain committed to fulfilling our obligation to support new Americans for up to five years after their arrival. Your support is needed now, more than ever.

Thank you for your continued partnership and support that made the successes of 2024 possible and empowers us to prepare for a successful 2025.

STATISTICS FOR 2024

New Members – 2024

Louise Wold, Susan Anderson, Thomas Hildebrand, Glenndy Ose, Jared & Carrie, Elizabeth and Meribelle Regelin, Clinton & Jennifer, Penelope and Scarlett Levy, Darcy Mullins, Delores “Dee” Meyer, Robert Clemetson, Carol Siemonsma, Kyle Larson & Siri Knutsen-Larson, Axxel, Solvei, Annika Knutsen-Larson, Marcia Daniel

Transfer Outs – 2024

Jon, Ashley, Eli and Mya Hubregtse; Dan, April, Waylon and Wyatt Fitzgerald; Pastor David Piper, Corban and Joshua Piper; Amber, Cade, and Danika Wichmann; Pastor Becky Piper; Michael, Laura, Elizabeth and Nicholas DaSilva; Scott, Jennifer, Nathan and Joshua Gordon; Caleb, Lindsey, Hudson and Harlow Hansen; Russell & Paula, Elyse, Laura and Aiden Jensen; Teresa Gravatt and Elyse Gravatt

Confirmands – 2024

Grady Barclay, Lavaya Beck, Harley Belisle, Harley Bender, Ethan Bruckner, Korbyn Fish, Levi Geary, Hudson Hall, Amber Hauf, Preston Kallstrom, Hunter Larson, Jace Maharajh, Kiley Martin, Tayley Martin, Breckin Mason, McKayla Meissner, Jace Musfelt, Annabelle Nelson, Chase Nelson, Noah Odden, Max Sauvage, Talyn Shuffield, Weston Stverak, Miley Watson, Avery Young

Weddings – 2024

Ryan Micke & Cheryl Achbach; Jacob Thibodeaux & Corrin Bertalot; Tyler Olmstead & Kyli Clayborne; Jacob Mundt & Emielia Larsen; Leon Reel & Peggy Nielson; Richard Selz & Theresa Farrell; Alex Lesselyoung & Katie Moser; Sean Detty & Della Gissell; Tate Jensen & Steven Babe; Michael Stubbs & Kaitlyn Tracy-King

Baptisms – 2024

Vivian Alice Blair, Collins Marie Briggs, Kaden Scott Haase, Mely Jean Messinger, Ellie Grace Fraser, Shaylee Quinn Berens, Tycen David Staedtler, Grayson Christopher Wieman, Henry Wyatt Albright, Laken Paul Amo, Dax Geoffrey Pfeiffer

Deaths - 2024

Dolores “Tish” Evans, Gerald Salmen, Shirley Matzen, Cole Andrew, Janice Rogers, Cindy Walker, Carmen Bisgaard, Shirley Lock, Robert Carlson, Bill Meyer, Beth Eldridge, Keith Wagner, Claudette Bailey, LeRoy Preszler, Bennie Chapman, Don Brown, Brynn Nelson, Connie Cleveland, Terri Stuck

2024 Calvary Lutheran Church Staff

Randy Fett...Intentional Interim Pastor **Randy Fett...** **Deacon Tom Martin...**High School Youth, Kin Ministry, Visitation Coordinator; **Tammy Singaas...** Business Manager; **Lee Ann Henry...**Office Manager; **Wayne Rosby, Jim Simons, Nathania Knight...**Custodians; **Hayden Nesland...** 3 year old – 5th Grade Coordinator; **Audra Nesland** – Confirmation Coordinator; **Kellie Meissner...** Family Ministries Coordinator, Web Site/Facebook Coordinator; **Al Spreizer...**Director of Music & Worship/Choir Director; **Jacqueline Spreizer...**Choir Accompanist; **Lori Watson...** Children’s Library Coordinator; **Deb Martin...**Wednesday School Music Director January–April; **Johnny Sundby and Mark VanAlstyne...**Wednesday School Music Directors September-December; **Deb Martin...**Blue Grass Music Director; **Karla Mittel...**Hospitality Coordinator – January – June; **Carrington Pulaski...**Wednesday Evening Meal Coordinator September – December; **Kirk Guymon...**Audio Visual Support; **Nathania Knight...**Staff Support; **Brady Wichmann** Wednesday Music Team Leader January – April **Michelle Skoog...**Wednesday Music Team Leader September - December

2024 Church Council

Jessica Gromer–**President**, Joey Younie–**Vice President**, Troy Kilpatrick–**Secretary**, Martin Kerkenbush–**Treasurer**, Dan Kuecker, Mark Massa, Gina Nelson, Sara Odden, Julie Richter

Calvary Lutheran Church (CLC)
Congregation Annual Meeting Minutes
January 31, 2024

The Annual Congregational Meeting was part of Wednesday night worship. Video and a transcript of the service and meeting are available on-line at:
<https://www.youtube.com/watch?v=iiiigSptTbO4>.

The service started at 18:30 and adult attendance at that time was counted at 105. However, people arrived and departed throughout the service. Interim Pastor Randy Fett provided the welcome and announcements. LeeAnn Henry was recognized by Council Vice President Dan Kuecker for 45 years of employment at CLC. Cheryl Chapman made announcements for the CLC 75th Anniversary in 2024 with events leading up to the celebration service at 09:30 on October 20, 2024.

Quorum Count. At 18:39, a quorum count of voting members was completed and 115 people were counted. The required quorum is 50 voting members based on the CLC Constitution approved in 2022.

An opening song preceded the scripture reading of Luke 17:11-19. Pastor Fett provided a devotion about the importance of ministering and expressions of gratitude to all people. Offering was taken and total attendance was recorded by ushers of 155 people.

Call to Order. Council Vice President Kuecker called the annual meeting to order at 18:56.

Agenda Approval. Kuecker presented the meeting agenda for approval. No new business was offered by the Congregation to amend the agenda. **Approved by voice vote.**

Annual Meeting Minutes. Kuecker presented the annual meeting minutes from 2023 for approval. **Approved by voice vote.**

Elections.

Council Elections. Elections for three Council positions were held. Nominations were for Troy Kilpatrick (second term), Joey Younie, and Julie Richter. Nominating Committee Chairperson Jeff Schleusener announced the candidates and provided written ballots. No nominations were made by the Congregation. Ballots were counted and tallied as follows: Kilpatrick, 102; Younie, 100; and Richter, 97. The Council Secretary certified the ballot count. **Kilpatrick, Younie, and Richter were elected to the Council.**

Endowment Committee Election. Elections for one position on the Endowment Committee were held using a written ballot. The nomination was for Peg Seljeskog. No nominations were made by the Congregation. Ballots were counted and tallied as follows: Seljeskog, 103. **Seljeskog was elected to the Endowment Committee.**

Nominating Committee. Elections for at least two positions on the Nominating Committee were held with written ballots. Nominations were for Nancy May and Bill Eldridge. Ballots were counted and tallied as follows: May, 95; Eldridge, 101; and Cindy Kinzley (write-in), 3. **May, Eldridge, and Kinzley were elected to the Nominating Committee.**

Synod Assembly Delegates. Nominations for 8 synod assembly delegates were written in on the ballots. Synod assembly is planned for June 7 and 8, 2024, in Sioux Falls, South Dakota. The following names were listed with the number of votes in parentheses: Piper Gimpel (5), Makayla Rice (5), Cindy Kinzley (4), Kathy Miller (3), Marti Nesland (3), Jason Mitchell (2), Philip Stiles (2), David Bender (1), Cheryl Chapman (1), Malcom Chapman (1), Bill Eldridge (1), Jess Erpenbach (1), Jess Gromer (1), Trish Hauf (1), Troy Kilpatrick (1), Jan Knutson (1), Katie Konenkamp (1), Gary Kuhl (1), Amy Nelson (1), Gina Nelson (1), Tim Olson (1), Julie Richter (1), Jennifer Rousel (1), Kari Scovel (1), Peg Seljeskog (1), Sarah Steiner (1), Joey Younie (1). The Nominating Committee will finalize the list and make recommendations to the Council for the 8 delegates.

President's Report. Council President Jess Gromer was unable to attend but provided a written report in the meeting handout.

Rostered Leader Reports. Pastor Fett provided a report on the results of listening sessions and surveys on the state of the church. Fett also provided a transition schedule for hiring a permanent pastor. Deacon Tom Martin presented a report focused on youth activities and ministerial plans for the next year.

Presentation of 2023 Financials and 2024 Budget. Treasurer Martin Kerkenbush presented the 2023 financial report and the proposed 2024 budget. In 2023, receipts were \$855,690 and disbursements were \$882,403 (disbursements were \$26,713 more than offerings). Disbursement changes from 2023 compared to 2022 included decreased spending on witness, education, support, and administration and increased spending on worship and the building.

Total cash and cash equivalents at the end of 2023 were \$534,438, total assets were \$9,018,920 and total liabilities were \$109,236 (payroll taxes and dedicated funds payable), and total liabilities and fund balance were \$9,018, 920.

The budget (spending plan) for 2024 was reviewed. The budget assumed income and expenses of \$854,400 (balanced budget). Planned distribution of expenses are 64% staff and admin, 22% facilities, 3% youth and education, 6% ministries, and 5% capital investment.

The 2023 financials and 2024 budget were approved by voice vote.

Endowment Report. Matt Odden, Endowment Committee member, presented information on the endowment fund, which is expected to provide about \$25,000 in 2024 (5% of the total fund). The proposed distribution included the following: 8.3% Lutheran Outdoors, 8.3% Pine Ridge Retreat Center, 8.3% Lutheran Social Services, 13.75% Church Response, 6.25% One Heart, 5% Love Inc., 28.25% to CLC needs (roof repair or other needs), 21.75% to Middle School trip.
Approved by voice vote.

Recognition of Outgoing Council and Endowment Members. Pastor Fett recognized Bill Eldridge and Nancy May as outgoing members of Council.

Adjournment. Kuecker closed the business meeting at 19:48.

Closing Remarks. Deacon Martin provided a prayer, provided a closing blessing, and the service ended with singing.

Respectfully Submitted,
Bill Eldridge, Council Secretary

Pre-Confirmation & Confirmation

Audra Nesland

We continued with 6th-grade Pre-Confirmation classes this year, introducing the Colaborate curriculum. This new program emphasizes critical thinking and practical application to modern life, fostering an environment where students and mentors share insights, ask questions, and explore faith together. The curriculum encourages students to ask challenging questions about God, faith, and the church, helping them articulate and take ownership of their beliefs. We have about 30 6th graders in our Pre-Confirmation class, these students are divided into 3 small groups. Parents of these students are the guides for our small groups. In November, the 6th graders had a mission night and made gift bags for the construction workers. We wanted to thank them for all the hard work they have been doing in front of the church.

Calvary's Confirmation program is a two-year program for 7th and 8th graders, combining fellowship, service, and learning. The new Colaborate curriculum fosters relationship-building and active participation in the faith community. This creative and modern approach to Lutheran theology and Christian faith helps young people explore key topics, understand their beliefs, and connect them to everyday life. This year, 7th graders began using the Colaborate curriculum, like the 6th graders. On Wednesday Learning Nights, sessions start with a small group meeting led by myself, and in the future, our new pastor will join. Afterward, students meet in small groups with their guides. There are about 20 7th graders divided into two groups. The new Colaborate curriculum fosters relationship-building and active participation in the faith community. This creative and modern approach to Lutheran theology and Christian faith helps young people explore key topics, understand their beliefs, and connect them to everyday life. We also have about 20 8th graders who start their Wednesday Learning Nights in small groups with their guides and finish their sessions with me. During this time, we reflect on the lesson, discuss upcoming activities or tests at school, share celebrations, and close with prayer. Confirmation has been busy this year with the Confirmation Retreat at the end of September. 21 7th and 8th graders joined me, Pastor Randy, and several guides for 24 hrs at Outlaw Ranch down by Custer. It was a great retreat and the weather was perfect. In October several Confirmation students helped with Trunk or Treat. It was a cold night and the festivities were moved inside, but it was a great night. December was busy for the 7th and 8th graders. The 7th graders did their Faith Project of Parents Night Out on December 6th. Parents could leave their children here at Calvary and the 7th graders had food and fun activities ready for them. 7th and 8th graders also made over 100 Christmas cards for the elderly in our area.

Children's Music Directors

Deb Martin, Johnny Sundby, Mark Van Alstyne

The children in preschool through grade 5 are offered music as part of their Wednesday School experience. They come to the music room for 15 minutes on Wednesdays for devotions, singing, and prayer. The children are divided with the preschool-2nd grade in one group and 3rd – 5th grade in another group. We follow the Wednesday school calendar and music is presented at worship 5 times between September and April on Wednesday evenings including the Live Nativity in December. Deb Martin was the Children's Music Director from January – April and Johnny Sundby and Mark Van Alstyne were the Directors from September – December.

3 Year Olds – 5th Grade Education Program

Hayden Nesland

Fall 2024, we have 110 students enrolled, down from 139 students in Fall 2023. The class is split into two sessions: 19 students in the first session (5:00-5:40) and 91 students in the second session (5:45-6:25). Our curriculum continues to be the Augsburg Spark Activate Faith program, which offers many resources for teachers and students. These include online teacher guides, lesson preparation videos, craft ideas, printable activity pages, and more. We ensure every student has the necessary materials, including leaflets for the year and new Bibles for all third graders (18 students this year). The estimated cost per student for curriculum, classroom supplies, and craft materials is approximately \$40 per student. This covers everything needed to facilitate a meaningful and engaging learning experience. We are deeply grateful to all of our volunteers, who answer the call to serve and share their time and talents in teaching. Your dedication is a reflection of God's love and grace, and we could not do it without you.

Wednesday Worship Team

Michelle Skoog

The Calvary Lutheran Worship Band leads worship for the Wednesday Evening 6:30 pm Worship Services. We practice most Monday evenings at 5:30 pm and on Wednesdays at 5:30 pm before the service. Currently, we have an amazing team of musicians: drummers Aaron Olson and Jamie Slettedahl, base guitarist Bobby Sundby, acoustic guitarist/vocals Dale Johnson and Jan Fett, vocals Matt Odden, keyboardist/lead vocalist Michelle Skoog, and soundboard engineer Kirk Guymon. Our main purpose is to glory God with our instruments and voices, drawing the congregation into true worship.

Bluegrass Saturday Service

Deb Martin

Calvary Lutheran offers a Bluegrass Worship service the first Saturday of the month except during Lent and Advent. Musicians rehearse two times prior to a service and present music at worship 11 times during the year. Thank you for supporting this ministry for the congregation.

Office Manager

Lee Ann Henry

As Office Manager, I do a variety of jobs including helping to create the weekly slides that are used in our weekend worship services, keep membership records current, correspondence, filing, answer the telephone and welcoming people who come into the church office. For more information go to our website – www.calvaryrapidcity.org.

Wednesday Evening Meal Ministry

Karla Mitzel, Carrington Pulaski

The Wednesday Evening Meal Ministry provides an opportunity for friends, and families to gather at Calvary for dinner and fellowship. We serve corresponding with the Wednesday Education Program, starting in September until April. Our goal is to take one thing off our busy family's plates and provide a home cooked meal for them. This is a donation only service, and self-sustaining. The suggested donation is \$6 for adults and \$4 for anyone younger than 12 years of age. We strive for each meal to be within the price range of \$4 to \$6 to insure affordability. We serve an average of 250 people on Wednesday nights, and none of this would be possible without our hard working and dedicated volunteers. The cooking and cleaning process is four days long, and we accept help from people of all ages, and schedules. A special thank you to all who come and support this great ministry!! Karla Mitzel was the Wednesday Evening Meal Ministry Coordinator from January – June of 2024. If you would like more information, contact Carrington Pulaski at (605) 342-9043 or Carrington@calvaryrapidcity.org

Worship & Music Director

Albin Spreizer

This year has been a terrific year for music! After a great singing of Alleluia Chorus to end our Easter service we reprised it for the 75th anniversary in October. Our singers and players keep on giving of their time and talent, as we sing the faith. Our choir is growing again and that is so encouraging to us all. Some music simply requires a greater number of singers to participate. Thanks then, to new singers!! Our chime choir does need new players. This season we have gotten by with five terrific people. However, due to life things like illness and travel, we are currently on a hiatus. It is my desire to resume in the new year but to be fair, we really need about ten to fifteen players. I would love to offer classes on playing to any interested member. Please help us sustain this very beautiful form of music. Our plan for the new year is to simply continue to encourage participation in music. To offer beautiful and meaningful music in our services. To cultivate groups that feel a sense of faith and personal renewal within the choirs themselves. God is for music offered in faith and joy. We seek to obey in faith and joy. Thanks for all your continued support and encouragement.

Calvary Quilters

Nancy Steever

The quilting group continues to assemble quilts for various charities benefiting the less fortunate. In 2024 we made 192 quilts and donated 111 to several charities as well as making a monetary donation to Lutheran World Relief to defray shipping expenses for 357 quilts worldwide. We delivered pillowcases and activity bags to the Cornerstone Women and Children's Home. The quilters furnished the cakes for the Calvary 75th Anniversary. Our group meets Thursday from 9:00 am – 12:00 noon in rooms 102-103; we welcome anyone wishing to join our heartwarming mission; no experience necessary. We make kits for those wishing to sew at home then return to us for completion. Thrivent Action cards as well as fabric donations are appreciated. Thank you for your support during our quilt display/sale; you may contact us during the year if you're in need of purchasing a gift.

Family Ministries/Website/Facebook

Kellie Meissner

Family Ministries is comprised of two parts, Milestone Ministry and Events. Milestone Ministries is one of my favorite ways of helping parents pass on their Christian faith. I love how it brings an awareness of God's presence into the home while also bringing the events of our everyday lives into the congregation. With Milestones we celebrate with all children/guardians ages birth to 12th Grade, mostly on Wednesday nights and a couple of them are on Sunday mornings.

Family Ministries has also had a fun year with Family Events:

Starting off the year: FM and congregational members made 110 Valentine cards for members.

In Lent: we lifted prayers and praises in a prayer (Dakota) room with interactive stations for all of 40 days of lent, that individuals/families could do at their own leisure. We ended Lent with an interactive Easter Event – Stations of the Cross – “Rise Up” where families were immersed in 5 Holy Week Stations.

During the summer: Calvary hosted “Happy Campers” VBS June 3-6th. Family Ministries also got the congregation together for Calvary Swimming Pool Day, on June 6th, thank you to the Sauter Family who paid for the night in memory of Shirley Matzen.

In the fall: FM hosted “Under Construction” Trunk or Treat & Feeding SD Food Drive – 275#'s of food and \$418.46. We also had a mission project and gave care packages to all of the Sheridan Lake construction workers. Veterans Day Memorial Wall was up to share with our congregation our current/past members that have served our country.

Advent: Family Ministries went Christmas Caroling, I helped with St. Nick Night/Live Nativity. And I'm proud to say that Family Ministries did all of this with a budget of \$2,500/year and have since 2018. I continue to work on the church's website, Facebook pages, announcements and Stewardship materials. I look forward to learning new ways to advertise Calvary Lutheran on social media. Thank you for the opportunity to serve this wonderful congregation.

Altar Guild

Bill Eldridge

Calvary Lutheran Church Altar Guild members provide the service of communion preparation to church members and visitors. Altar Guild is a wonderful way to serve by preparing the communion sacrament and a great way to make new friends by working together at Calvary. Four teams serve three months of each year, and part-timers and substitutes can serve whenever they are available. Altar Guild business meetings are held about five times a year. From December 2023 through December 1, 2024, Altar Guild assisted with preparing and serving communion to over 7,500 people, which is about 900 more than the same period in 2022 and 2023. Additionally, Altar Guild team members assisted with special services including Ash Wednesday, Maundy Thursday, Easter services, the Calvary 75th Anniversary service, and the 2023 Christmas Cantata. For Easter services in March 2023, over 490 people were served communion. Altar Guild members also assisted with keeping the paraments and preparing the candles for the candlelight service on Christmas Eve. At the end of 2024, the team had 23 members including part-timers and substitutes. For information about Calvary Lutheran Altar Guild, please contact the church office (605) 342-9043 or Bill Eldridge at (660) 864-4805 or william.eldridge2@gmail.com.

75th Anniversary Celebration

THEME

Our theme for the year is “This is the day the Lord has made; let us rejoice and be glad in it.” Psalms 118:24. On July 28th, Pastor Paul Oman, pastor & artist from Deer Park, WI, painted an original Biblical scene based on our theme while the congregation watched and worshipped. The finished painting now is displayed in the narthex.

PROGRAM for the YEAR 2024

March 24 Palm Sunday Cantata and Brunch
July 28 Pastor Oman, The Message in Art
October 20 Anniversary Celebration
December 8 Christmas Cantata and Ethnic Potluck

INVITED PASTORS, DEACONS, INTERNS

We invited former pastors and deacons to return to Calvary Lutheran to preach to our congregation. Our longest serving Pastor Larry Dahlstrom started this series, followed by Pastor Ben Sandin, Pastor Siri Beck-Knutson, Pastor Kristen Kelleher, Pastor Karla Wildberger, and Calvary’s own son Pastor Bob Chell.

ANNIVERSARY CELEBRATION

On October 20, 2024 we celebrated the 75th Anniversary with a commemorative service with Bishop Constanze Hagmaier. Our Worship and Music Director Albin Spreizer featured our music groups, including instrumentalists, the Blue Grass Band, and the Wednesday Praise Band. Black Hills Statue University Brass Quintet and South Dakota Mines Chorus joined the service.

Over 300 attended the service with 268 served Communion. Following the service a brunch was served, offering a time of fellowship and remembrance enjoyed by all.

BUDGET

<u>Income</u>		<u>Expenses</u>	
\$ 1,214	Free Will	\$ 3,500	Pastor Oman
\$ 5,430	Calvary Budget	\$ 3,617	Booklet
\$ 1,250	Thrivent Action Teams	\$ 2,200	Music Programs
\$ 6,000	<u>Thrivent</u>	\$ 677	Misc
\$13,894		<u>\$ 3,900</u>	<u>Anniversary Brunch</u>
		\$13,894	

ACKNOWLEDGEMENTS

Thank you to the following individuals and organizations for their contributions of time and talent for the 75th Anniversary Celebration of Calvary Lutheran Church.

- Pastor Randy Fett, Interim Pastor, Calvary Lutheran Church
- 75th Anniversary Committee: Pastor Fett, Bill Eldridge, Mary Ann Kretchmar, Lori Litzen, Sonia Sykora, and Cheryl Chapman, Chair, and many contributors and volunteers. A special thanks to the 75th Anniversary Yearbook Editor Kellie Meissner.
- Calvary Lutheran Quilters for anniversary cake and food contributions from our members.

Church Council President

Jessica Gromer

Greetings Calvary Congregation,

This annual meeting marks the close of my time on Council. I served for a total of six years, with one year as Vice President and President for the past two years. A lot has happened during those six years including a Visioning Process with Pastor Doug Hill, piloting the anchor church idea, the pandemic, a new floor in the fellowship hall, our 75th anniversary, and most recently, transitioning Pastors. I have been fortunate to see so many Calvary members volunteer when needed and take on leadership roles on Council and Committees. Finally, I have borne witness to the energy pouring back into Calvary as we look to our future.

Before I review 2024, I want to extend a personal thank you to outgoing Council members Martin Kerkenbush (six years), Dan Kuecker (three years), and Mark Massa (two years). I sincerely thank you for your service to Calvary.

This year has been one of learning and transformation. Pastor Randy's interim plan included several phases. At the beginning of this year, Pastor Randy led us through listening sessions which informed our transition team which in turn created our interim vision. Pastor Randy also surveyed the congregation as well as current and past Calvary leaders. All this culminated in creating our Ministry Site Profile and our Call Committee. As you know, we are currently in the call process and patiently waiting and praying that God sends us the right person to serve Calvary's congregation.

As we worked through the transition process, we also created some new committees and bolstered our staff. We now have a Human Resource Committee, Finance Committee, and a Generosity Committee. We welcomed several new staff and Pastor Randy worked with the staff to create a positive team environment.

I believe we are poised and ready for our next chapter. I wish our Council the best and may God lead your hearts and minds to represent our Congregation. Thank you for your trust in my leadership and please continue to support the next leaders of Calvary.

All my best,
Jess Gromer

Intentional Interim Senior Pastor's Annual Report

Randy Fett

Dear members of Calvary. This has been an adventurous and vigorous time together. It has been my honor to serve as your Intentional Interim Senior Pastor since August of 2023. Thank you for your support of Calvary and for your partnership and prayers during this time.

Calvary is on the cusp of calling its new Lead Pastor. This takes time. We are all wondering with this. Keep praying. Pray for God to lift up and identify new leaders to the call of Full-time pastoral ministry. Pray for the Calvary Call Committee. Pray for the SD Synods Bishop and staff. Pray for the ELCA. Pray for the feeder systems from students at our Lutheran church colleges, from Lutheran Campus Ministries at our universities, and from summer camp counselor staff. Pray that Outlaw Ranch can get our sons and daughters, our college students, to hear the call to summer wholistic Christian ministry at Outlaw Ranch.

Here is some perspective into why we cannot get candidates to put their names in for call at Calvary. The field of students and interest in ministry is not here. The campus ministry centers and the religion majors at our Lutheran colleges, and the workers at summer camps are not there in the numbers they once were. They are simply not there. There is a substantial number of pastors retiring right now. Those that are in calls are not interested in moving - many times because their spouse also has a profession and full-time job. Not every pastor has skills for and has the call to senior/ lead pastor large church staff pastoral ministry. So, adding all of the together, it is a tough sell to get candidates to hear the call to Calvary. It will happen. It is in God's plan, and it is in God's timing, not ours. Keep the Calvary Committee at the top of your attention and prayers. Continue to give them names of pastors to talk to. All of this helps.

The collective work that we have done together, ground up work really, is not something that you do in your sleep or that you take for granted. This time together has been a deliberate march to the core of who we are in Christ, to Christ at the center. It has been a march to the newly crafted Calvary vision and reclaimed values of Calvary.

Together, we shared listening posts, celebrated the church's 75th Anniversary, assessed the needs of the neighborhood, reviewed the values of Calvary, cast a new vision, hired new staff with the Financial Fund Account Manager position, Wednesday Nigh Meal Kitchen Coordinator, Confirmation Coordinator. Wednesday Worship Team Leader, repaired the main roof of the church, sent kids to the National Youth Gathering, sent kids and families to summer camp, shared in two creative sermon series' together, accomplished a hugely successful Stewardship Generosity campaign with a large increase in pledging families for this new year, received new members at four separate new member orientations, and finished the year much stronger the year before, exceeding our budget with income, in thanks to you but also our new staffing, and the committed members of Calvary's new Finance Committee who oversees the budget and finances of the church. There is so much more that was done. Thank you for your stewardship of God's gifts and the ministry here at Calvary.

Keep these things in your heart.

Calvary Vision: Calvary aspires to be a Christ-Centered community of faith that exhibits optimism and enthusiasm in the work of God.

Calvary Values: Optimistic God Future, Christ Centered, and Spirit Filled, Family, and the Reach to the Youngest Generations, Leadership and Volunteer training, Faith Learning, Relationships and Caring Connections

Pray for Calvary. Be open to God's direction, as I will do the same.

Thank you for making this final stage of full-time pastoral ministry such a joy. I have not lost energy on any one day of our time together. You are what kept me engaged. God is alive. The Holy Spirit is at work.

"I thank my God every time I remember you. In all my prayers for all of you, I always pray with joy because of your partnership in the gospel from the first day until now, being confident of this, that he who began a good work in you will carry it on to completion until the day of Christ Jesus." – Philippians 1:3-6

God Bless you all,

Pastor Randy Fett

Deacon's Annual Report

Tom Martin

Visitation Coordinator / High School Youth Group / Online Ministry / Worship Leader

MEMBER VISITATION: Our hospital visitation rotation has been very effective this year. Pastor Randy visits Monument Health on Mondays and Wednesdays. Deacon Tom visits on Tuesdays and Thursdays. I am doing additional “in home” visits as my schedule permits or as I see specific needs arise. I have been visiting the nursing/assisted living homes as much as possible. I have continued my commitment of monthly “Group Devotional & Conversational Meetings” at Good Samaritan at St. Martin’s Village as well.

VIDEO MINISTRY: I am continuing to deliver a video devotional on Facebook every Tuesday. I publish my message on the Calvary Lutheran Church Facebook page, as well as on my personal Facebook page. It has been going well for quite a few years now, and gets about 200-300 views each week.

KIN MINISTRY: We are in our 9th year of our visitation program. We made the decision to rebuild our program in 2023 so that it is a better fit for those visiting as well as those that we are visiting. We have 4 trained members, including myself, who are primarily visiting a group of residents at Good Samaritan at St. Martin’s. This has been a test and growth phase for our outside visitation ministry. It is growing well and has established itself as a standard ministry there. We are now looking to expand into Westhills Village (Courtyard), and then into other health facilities like Clarkson Health Care, and Edgewood Health Care. We are growing this program at a steady, and manageable pace. It feels so good to bring the ministry to those who can’t be here at Calvary. It’s more important than ever to embrace new solutions and to foster meaningful relationships while sharing God’s love. It’s time to reimagine our outreach ministries and build new connections with those that are isolated. Taking the time to pause and have meaningful conversations with those in our church family is essential to the health and growth of Calvary. This is a big responsibility and we can always use more caring and compassionate Visitors. If you are interested in helping others in our congregation, please give me a call at the church office 605-342-9043. Thank you, Deacon Tom

HIGH SCHOOL YOUTH GROUP: High School Youth Group is alive and well at Calvary! We have grown to know each other, as well as to know Christ better. We have matured in our relationships and grown stronger in our bonds to one another. We have truly discovered the Godly blessings of one another! This summer we are looking forward to our MISSION TRIP somewhere in the US. I am really looking forward to this adventure as we move into next year, as it is one of the pinnacle events of our school year. In 2023, we started our High School Youth WINTER RETREAT WEEKEND right here in the Black Hills. One of our Calvary families was gracious enough to donate a weekend at their beautiful lodge near Lead/Deadwood. If you are interested in helping with our High School Youth, please give me a call at the church office 605-342-9043. Thank you for all of the support from the congregation all year, and most of all...THANK YOU FOR LOVING OUR STUDENTS! Deacon Tom

**Calvary Lutheran Church
Comparative Historical Balance Sheet**

Account Name	12/31/2024	12/31/2023
Asset		
Mission Investment Fund Checking	32,313	31,676
Petty Cash	100	100
Wells Fargo Designated Checking Account	91,916	88,210
Wells Fargo Operating Checking Account	275,043	165,245
Total Cash	\$399,372	\$285,231
MIF Money Market Fund	123,206	250,098
We Care Certificates Inventory	1,165	1,250
Wells Fargo Investment	100	21,041
Total Current Asset	\$124,470	\$272,389
Building & Equipment	7,780,569	7,648,789
Land	443,906	443,906
Organ	391,783	391,783
Total Land, Building, & Equipment	\$8,616,258	\$8,484,477
Total Asset	\$9,140,099	\$9,042,096
Liabilities		
Payroll Tax Payable	3,558.60	14,540.97
Total Current Liabilities	\$3,558.60	\$14,540.97
Total Liabilities	\$3,558.60	\$14,540.97
Fund Balance		
Capital Fund Balance	8,771,777	8,766,250
<i>Total Restricted - Memorial Balance</i>	<i>3,520</i>	<i>3,723</i>
<i>Total Restricted for Children's Activities Balance</i>	<i>16,811</i>	<i>15,166</i>
<i>Total Restricted Fund Balance</i>	<i>40,593</i>	<i>32,400</i>
<i>Total Restricted to Facility Balance</i>	<i>15,550</i>	<i>5,900</i>
<i>Total Special - Restricted by Event Balance</i>	<i>15,441</i>	<i>31,022</i>
Unrestricted General Fund Balance	272,849	173,095
Total Fund Balance	\$9,136,541	\$9,027,555
Total Liabilities and Fund Balance	9,140,099	9,042,096

**Calvary Lutheran Church
Treasurer's Report - Unrestricted General Fund**

Account Name	2024	2023
Income		
Undesignated Offering		
Christmas Offering	34,451	5,635
Lent Offering	250	3,875
Loose Offering	25,397	23,884
Non Member Gift	7,885	2,748
Regular Offering	781,061	789,219
Undesignated Memorial Gift	3,191	0
Total Undesignated Offering	\$852,234	\$825,361
Other Receipt		
Kitchen Meal Donation		
Kitchen Meal Expense	-2,385	0
Kitchen Meal Income	3,700	0
Total Kitchen Meal Donation	\$1,315	\$-
Coffee Hour Receipt		
Coffee Hour Expense	-2,217	0
Coffee Hour Income	3,038	2,668
Total Coffee Hour Receipt	\$821	\$2,668
Wednesday Meal Donation		
Wednesday Meal Expense	-19,462	0
Wednesday Meal Income	27,092	0
Total Wednesday Meal Donation	\$7,630	\$-
Facility Use Income		
<i>Facility Use Income</i>		
Classroom/Dakota Room Income	9,725	10,430
Fellowship Hall Income	6,598	3,347
Funeral/Celebration of Life Income	525	0
Wedding Income	1,665	3,495
<i>Total Facility Use Income</i>	<i>18,512</i>	<i>17,272</i>
Total Facility Use Income	\$18,512	\$17,272
Interest Income - Unrestricted Fund	0	0
Other Offering	940	15,000
Thrivent Choice Donation	5,618	0
Total Other Receipt	\$34,837	\$34,941
Total Income	\$887,072	\$860,301
Total Witness Expense	\$19,972	\$22,993
Total Worship Expense	\$19,521	\$5,017
Total Education Expense	\$13,112	\$13,546
Total Building Expense	\$183,720	\$184,407
Total Support Expense	\$525,830	\$578,596
Total Administration Expense	\$24,844	\$24,839
Total Capital Fund	\$319	\$-
Total Expense	\$787,318	\$829,398
Difference	\$99,754	\$30,903

2024 ENDOWMENT FUND

The Calvary Lutheran Church Endowment Fund was established in 1985. In 2017, the funds were moved from Wells Fargo bank to the ELCA Endowment Fund. Oversight is provided by a five-member elected committee made up of Calvary Church members. All gifts to the endowment are tax deductible. Up to five percent of the fund's value at the end of the calendar year is available for distribution the following year.

In 2022 the committee established 2 additional options for endowment donations to provide additional options for donors. These are with the Black Hills Area Community Foundation and the South Dakota Community Foundation. Similarly, up to five percent of the fund's value at the end of the calendar year is available for distribution the following year. Since these funds are still relatively small distributions have not been made from these funds.

Current Endowment Committee Members:

- Matt Odden – Chair (Term expires 2024)
- Ed Toms – Secretary (Appointment expires 2024)
- Peg Seljeskog - Treasurer (Term expires 2026, eligible for additional term)
- Jennifer Baloun (Term expires 2024)
- Holli Mitchell (Term expires 2025, eligible for additional term)

Since the management of the actual funds were handled by the ELCA Endowment Fund, SD Community Foundation, and Black Hill Community Foundation during 2024, the committee focused most of its work towards developing and implementing strategies for distributions as well as preparing information to increase education of church members.

Endowment now has a page on the website, check it out if you'd like to learn more! <https://www.calvaryrapidcity.org/about-us/endowment>

The current balances of the funds are:

- ELCA Endowment Fund: **\$532,654.86** (12/31/2024)
- SD Community Foundation Fund: **\$1,175.48** (12/31/2024)
- Black Hills Community Foundation Fund: **\$16,217.53** (12/31/2024)

The Endowment Committee recommends that in 2025, 5% of the value of the funds in the ELCA Endowment Fund as of December 31, 2024, be distributed. Since final numbers were not available when the committee determined recommendations, the recommendations are by percentage and will be applied based on the year-end dollar value of the fund, as provided by the ELCA.

These percentages are as follows:

25% ELCA support

- Lutheran Social Services (LSS) – 12.5%
- Outlaw Ranch – 12.5%

25% Community Outreach in SD

- Church Response – 12.5%
- One Heart Campus – 12.5%

50% Calvary Lutheran Church

- Confirmation/Middle School Youth request – 15.4%
- High School Youth requests – 25.9%
- Summer Camp Scholarships request – 8.70%

The committee recommends that in 2025, no distributions be made from the South Dakota Community Foundation & Black Hills Area Community Foundation funds to let them continue to grow for the future.

Reminder: The Generosity Forest, located in the Narthex (entry of the church) was unveiled in 2023. Names have started to be added to leaves, but we need your help! If you know of someone who donated \$2000 or more to the endowment fund, any of the capital or remodeling campaigns, special youth programs/fundraising activities, memorials, or anything beyond regular stewardship donations for church operations; please contact the church or fill out a form to be recognized on the wall. You can find the forms on the church website on the Endowment page. <https://www.calvaryrapidcity.org/media/Endowment/generosity-wall.pdf>

The committee has worked hard over the past year and is committed to going forward in 2025. Respectfully presented by the 2024 Endowment Fund Committee

Matt Odden, Ed Toms, Peg Seljeskog, Jennifer Baloun, Holli Mitchell,

Required Changes to the Constitution

Calvary Lutheran Church Rapid City, South Dakota

A vote on the following ELCA Constitution requirement changes to be voted on by simple majority vote at the annual congregation meeting on Wednesday, January 29, 2025.

AMENDMENTS TO THE *MODEL CONSTITUTION FOR CONGREGATIONS*
APPROVED BY THE 2022 CHURCHWIDE ASSEMBLY
[WITH RATIONALES]

Prepared by the Office of the Secretary
Evangelical Lutheran Church in America
August 2022

Following are amendments to the *Model Constitution for Congregations* that were approved by the 2022 Churchwide Assembly. Additions are underlined; deletions are ~~struck through~~.

Provisions within the *Model Constitution for Congregations* are of two types:

- **Those provisions marked with an asterisk are required when a congregation amends its governing documents.** They must be used without alteration or amendment of the text in any manner (i.e., neither additions nor deletions are permissible). Such provisions go into effect immediately upon approval by a majority vote of those voting members present and voting at any legally called meeting of the congregation, provided that they have been presented to the congregation at least 30 days prior to the meeting.

For convenience, the rationale that was presented to the Churchwide Assembly for each amendment is provided in italics following the amendment. These rationales are *not* part of the amendments with which they are associated, they are *not* part of the *Model Constitution for Congregations*, and they are *not* intended to be incorporated into the constitutions of congregations. They are here only to give context for the amendments.

The Office of the Secretary would like to express gratitude for your faithful attention to your congregation's constitution!

Chapter 4: STATEMENT OF PURPOSE

- *C4.02. To participate in God's mission, this congregation as a part of the Church shall:
[...]
- d. Serve in response to God's love to meet human needs, caring for the sick and the aged, advocating dignity, ~~and~~, justice, and equity for all people, working for peace and reconciliation among the nations, caring for the marginalized, embracing and welcoming racially and ethnically diverse populations. and standing in solidarity with the poor and ~~powerless~~ oppressed and committing itself to their needs.

Rationale: [This amendment was proposed on the assembly floor during the 2019 Churchwide Assembly; consequently, no rationale was provided prior to the assembly.]

Chapter 6: CHURCH AFFILIATION

- *C6.05. This congregation may terminate its relationship with the Evangelical Lutheran Church in America by the following procedure:
- a. A resolution indicating the intent to terminate its relationship must be adopted at two legally called and conducted special meetings of this congregation by a two-thirds vote of the voting members present at each meeting. The first such meeting may be held no sooner than 30 days after written notice of the meeting is received by the bishop of the synod, during which time this congregation shall consult with the bishop and the bishop's designees, if any. The times and manner of the consultation shall be determined by the bishop in consultation with the Congregation Council. Unless he or she is the bishop and/or the bishop's designees are a voting members of this congregation, the bishop and the bishop's designees, if any, they shall have voice but not vote at the first meeting.
[...]
 - d. If this congregation, after such consultation, is still considering termination of its relationship with this church, such action may be taken at a legally called and conducted special meeting by a two-thirds vote of the voting members present. Notice of the second meeting shall be sent to all voting members and to the bishop at least 10 days in advance of the meeting. Unless he or she is the bishop and/or the bishop's designees are a voting members of this congregation, the bishop and the bishop's designees, if any, they shall have voice but not vote at the second meeting.

Rationale: Inclusive language.

Chapter 9: ROSTERED MINISTER

- *C9.03. Consistent with the faith and practice of the Evangelical Lutheran Church in America,
- a. Every minister of Word and Sacrament shall:
[...]
 - 8) speak publicly to the world in solidarity with the poor and oppressed, calling for justice and proclaiming God's love for the world ~~advocating dignity, justice, and equity for all people, working for peace and reconciliation among the nations, caring for the marginalized, and embracing and welcoming racially and ethnically diverse populations.~~

Rationale: [This amendment was proposed on the assembly floor during the 2019 Churchwide Assembly; consequently, no rationale was provided prior to the assembly.]

- *C9.05.** The provisions for termination of the mutual relationship between a minister of Word and Sacrament and this congregation shall be as follows:
- a. The call of this congregation, when accepted by a pastor, shall constitute a continuing mutual relationship and commitment, which shall be terminated only by the pastor's death or, following consultation with the synod bishop, for any of the following reasons:
 - 4) inability to conduct the pastoral office effectively in view of physical disability or mental incapacity of the pastor;
 - b. When allegations of physical disability or mental incapacity of the pastor under paragraph a.4) above, or ineffective conduct of the pastoral office under paragraph a.3) above, have come to the attention of the bishop of this synod,
 - 1) the bishop, in his or her who has sole discretion, may investigate such conditions personally together with a committee of two rostered ministers and one layperson, or
 - c. In case of alleged physical disability or mental incapacity under paragraph a.4) above, the bishop's committee shall obtain and document competent medical opinion concerning the pastor's condition. When a disability or incapacity is evident to the committee, the bishop of this synod may declare the pastorate vacant. When the pastorate is declared vacant, the Synod Council shall list the pastor on the roster of Ministers of Word and Sacrament with disability status. Upon removal resumption of the disability and the restoration of the pastor to health, ability to conduct the office effectively the bishop shall take steps to enable the pastor to resume the ministry, either in the congregation last served or in another appropriate call.

Rationale: These changes parallel changes being made elsewhere in the Constitutions, Bylaws, and Continuing Resolutions of the ELCA. Language related to disability has been changed to reflect current understandings and to clarify that inability and incapacity to conduct the pastoral office effectively are the standard to be considered. In addition, the words "any of" have been inserted for precision, and references to the synod bishop have been made inclusive.

- *C9.12.** The pastor of this congregation:
- a. shall keep accurate parochial records of all baptisms, confirmations, marriages, burials, communicants, members received, members dismissed, or members excluded from this congregation;

Rationale: The deletion of "parochial" is for consistency of usage.

- *C9.13.** The pastor(s) shall submit a report of his or her ministry to the bishop of the synod at least 90 days prior to each regular meeting of the Synod Assembly.

Rationale: Inclusive language

- *C9.14.** The parochial records of this congregation shall be maintained by the pastor and shall remain the property of this congregation. The secretary of this congregation shall attest in writing to the bishop of this synod that such records have been placed in his or her the secretary's hands in good order by a departing pastor before the installation of that pastor in another call or approval of a request for change in roster status.

Rationale: These changes parallel changes being made elsewhere in the Constitutions, Bylaws, and Continuing Resolutions of the ELCA. The deletion of "parochial" is for consistency of usage. The second change is for inclusive language.

- *C9.23. Consistent with the faith and practice of the Evangelical Lutheran Church in America, every minister of Word and Service shall:
- [...]
- c. Speak publicly to the world in solidarity with the poor and oppressed, calling for justice and proclaiming God's love for the world, witnessing to the realm of God in the community, the nation, and abroad advocating dignity, justice, and equity for all people, working for peace and reconciliation among the nations, caring for the marginalized, and embracing and welcoming racially and ethnically diverse populations;

Rationale: [This amendment was proposed on the assembly floor during the 2019 Churchwide Assembly; consequently, no rationale was provided prior to the assembly.]

- *C9.25. The provisions for termination of the mutual relationship between a minister of Word and Service and this congregation shall be as follows:
- a. The call of this congregation, when accepted by a deacon, shall constitute a continuing mutual relationship and commitment, which shall be terminated only by the deacon's death or, following consultation with the synod bishop, for any of the following reasons:
- [...]
- 4) inability to conduct the office effectively in view of physical disability or mental incapacity of the deacon;
- [...]
- b. When allegations of physical disability or mental incapacity of the deacon under paragraph a.4) above, or ineffective conduct of the office of minister of Word and Service under paragraph a.3) above, have come to the attention of the bishop of this synod,
- 1) the bishop, in his or her who has sole discretion, may investigate such conditions personally together with a committee of two rostered ministers and one layperson, or
- [...]
- c. In case of alleged physical disability or mental incapacity under paragraph a.4) above, the bishop's committee shall obtain and document competent medical opinion concerning the deacon's condition. When a disability or incapacity is evident to the committee, the bishop of this synod may declare the position vacant. When the position is declared vacant, the Synod Council shall list the deacon on the roster of Ministers of Word and Service with disability status. Upon removal resumption of the disability and the restoration of the deacon to health ability to conduct the office effectively, the bishop shall take steps to enable the deacon to resume the ministry, either in the congregation last served or in another appropriate call.

Rationale: These changes parallel changes being made elsewhere in the Constitutions, Bylaws, and Continuing Resolutions of the ELCA. Language related to disability has been changed to reflect current understandings and to clarify that inability and incapacity to conduct the pastoral office effectively are the standard to be considered. In addition, the words "any of" have been inserted for precision, and references to the synod bishop have been made inclusive.

- *C9.31. The deacon(s) shall submit a report of his or her ministry to the bishop of the synod at least 90 days prior to each regular meeting of the Synod Assembly.

Rationale: Inclusive language

Chapter 15: DISCIPLINE OF MEMBERS AND ADJUDICATION

***C15.02.** The process for discipline of a member of this congregation shall be governed as prescribed by the chapter on discipline in the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America*. If the counseling, censure, and admonitions pursuant to *C15.01. do not result in repentance and amendment of life, charges against the accused member(s) that are specific and in writing may be prepared by the Congregation Council, signed, and submitted to the vice president of the synod. The vice president shall select from the synod's Consultation Committee a panel of five members (three laypersons and two **rostered** ministers **of Word and Sacrament**). A copy of the written charges shall be provided to the consultation panel and the accused member(s). The consultation panel, after requesting a written reply to the charges from the accused member(s), shall consider the matter and seek a resolution by means of investigation, consultation, mediation, or whatever other means may seem appropriate. The panel's efforts to reach a mutually agreeable resolution shall continue for no more than 45 days after the matter is submitted to it.

Rationale: Change for inclusion of both rosters.

***C15.11.** When there is disagreement between or among factions within this congregation on a substantive issue which cannot be resolved by the parties, members of this congregation may petition the synod bishop for consultation after informing the president **[vice president]** of this congregation of their intent to do so. The synod bishop shall seek a timely resolution of the dispute. If the issue relates directly to the pastor, the bishop may begin the process in †S14.18.d. In all other matters, if the bishop's consultation fails to resolve the issue, the bishop shall refer the matter to the Consultation Committee of the synod, which shall undertake efforts to find an appropriate solution. If the Consultation Committee's efforts fail to resolve the dispute, the entire matter shall be referred to the Synod Council for adjudication by whatever process the Council deems necessary. The Synod Council's decision shall be final.

Rationale: This change allows congregation members in situations in which the pastor is also president of the congregation to inform the vice president of their intent to petition the synod bishop for consultation.

Chapter 16: AMENDMENTS

***C16.02.** An amendment to this constitution, proposed under *C16.01., shall:

- be approved at any legally called meeting of this congregation by a majority vote of those voting members present and voting; **and**
- be ratified without change at the next regular meeting of this congregation **held pursuant to C10.01.** by a two-thirds vote of those voting members present and voting; **and**
- ~~have the effective date included in the resolution² and noted in the constitution.~~

[Footnote also deleted]

²~~Such an effective date must be stated in relation to the requirements of *C16.03. to allow time for the synod's review of the amendment.~~

Rationale: "Regular meeting" has already been defined elsewhere in the Constitutions, Bylaws, and Continuing Resolutions of the ELCA. In addition, C10.01 is not a required provision, so it is not advisable to make reference in a required provision to a non-required provision.

***C16.04.** This constitution may be amended to bring any section into conformity with a section or sections, either required or not required, of the *Model Constitution for Congregations of the Evangelical Lutheran Church in America* as most recently amended by the Churchwide Assembly. Such amendments may be approved by a majority vote of those voting members present and voting at any legally called meeting of this congregation without presentation at a prior meeting of this congregation, provided that the Congregation Council has submitted by mail or electronic means, as permitted by state law, notice to this congregation of such an amendment or amendments, together with the council's recommendations, at least 30 days prior to the meeting. Upon the request of at least two (2) voting members of this congregation, the Congregation Council shall submit such notice. Following the adoption of an amendment, the secretary of this congregation shall submit a copy thereof to the synod. Such provisions shall become effective immediately following **the congregation's a** vote of approval.

Rationale: Change for precision. This has often been incorrectly interpreted to mean that the synod must vote to approve amendments that are designed to bring the congregation's constitution into alignment with the Model Constitution. In fact, amendments to bring any section or sections, either required or not required, into conformity with the Model Constitution go into effect immediately upon the congregation's vote to amend.